

Employers briefing 2nd quarter 2025 *The future of employment – immediate action required*



Author Dr Tony Miller : *adjunct Professor, MBA, FCIPD, FinstAM, MRSH, MAPS, MBPS , FILM*
www.tony-miller.com

Introduction

Artificial Intelligence and robotics have already changed the world of employment. Its started and we have just seen the very tip of the A.I. iceberg.

- Within a year 40,000 jobs in I.T. were lost in one month
- **Projections for 2025:** Some industry projections, including those by **McKinsey**, suggest that major automakers could reduce their workforce by up to **10-15%** by 2025, as they shift toward electrification and smart manufacturing.
- In Germany one report forecasts 300,000 jobs will be lost in the next few years due mainly to A.I. advancement and the increasing use of robotics
- Just look at the immediate reduction in high street banking outlets – some banks predicting a 40% reduction in retail space.
- The WEF's "Future of Jobs" report indicates that automation and AI will replace 85 million jobs worldwide by **2025** – that's this year

- Where we work has changed – remote working, cuts costs, improve lifestyle balance AND according to most recent surveys – improves productivity.

Action needed for the Paradigm shift

1. Recruitment

- Stop recruiting, evidence shows that current recruitment methods have contributed to organisations having an imbalance of Poor Performers
- Most pre-screening is best done by A.I.. This is particularly true of personality profiling – the advances in this area are very significant and demonstrated by Prof.M. Kosinski of Stanford University U.S.A. The model used by A.I. so far has been the O.C.E.A.N. profiler
- In view of the very high level of poor performers in organisations – manager must be made accountable for their recruitment mistakes.
- We all want talented people – finding them, selecting them and retaining them requires a high – level strategy.
- Pay and retention methodologies must be focused on talented people with bonus systems specifically for the talented.

2. Urgent need for right sizing the Organisation

This is a no brainer. From work carried out in the last 5 years. The following has been deduced to give a clear example of the cost of poor performers in an average organisation.

In the test model of a organisation employing 3000 people it was found that the poor performers accounted for;

17% are talented total 510 – they work 6.4 hours a day
61% are average performers, total 1830 – they work 4 hours a day
22% are poor performers, total 660 – they work 1 hour a day

The cost to an organisation of poor performers amount to a staggering £48,000,000 forty-eight million pounds per year.

3. Make people in your organisation Happy

Talented people don't like to be managed, also most of the organisational rules were written for poor performers and managers who could not make decisions.

An international survey in 2023 showed that 86% of people who were appraised found the process **demotivating**. So – change it, focus on the future and focus on success. Set employees targets using the www system and scrap SMART objectives – they don't work for talented people.

Focus on the future and focus on success, you don't need a new system to do this – it's all about a change of attitude. I recommended you ditch 360 degree appraisal as it so expensive.

4. Use a pay and reward system that is success orientated

The old-fashioned notion that we should treat all of our staff equally is ridiculous. Looking at the figures for poor performers and average performers it's so apparent that the three groups need different pay and very different incentives. HR has failed to do this which has caused big issues with what we should be paying talented people. The three critical measurements for a talent-based bonus scheme are:

- Competence
- Performance
- Reliability

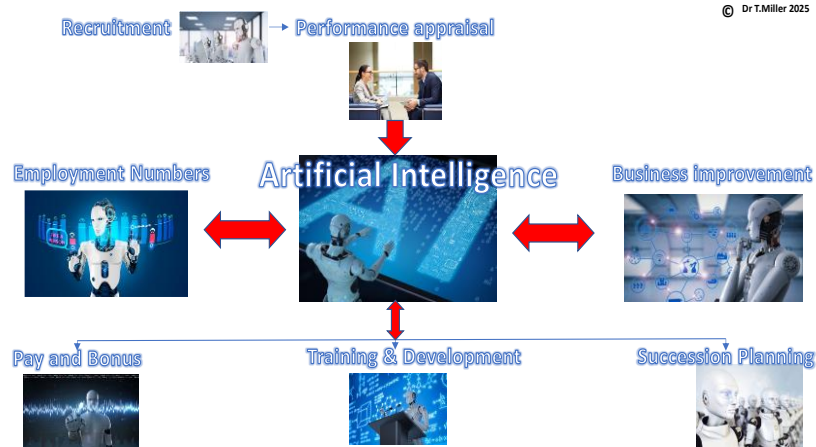
Getting the right scores allows access to a very high bonus scheme, which encourages and motivates. No bell curve or false capping – get the scores and get the bonus. Easy to understand and completely transparent.

5. Process re engineering

The new methodology allows anyone to be able to grasp the fundamentals of this system and do it themselves. The total time to learn this is 3 hours and it delivers a massive return on investment. With the speed of change this year, this has become a “must have skill” in any organisation.

Conclusion

The future for organisations is one of dynamic and organisational change. Much of the future of work will be in the hands of Artificial intelligence, changes will be the biggest paradigm shift the world has ever seen.



References

World economic Forum
IG Metall – workforce predictions in Germany
McKinsey – the reduction of workforce numbers
Deloitte – The Impact of Robotics on the UK Economy
OECD Report – "The Future of Work: Automation, Employment and Productivity
A.I. and remote working. Dr Tony Miller publisher Business Expert Press. New York
Critical leadership and management tools for contemporary organisations – Dr Tony Miller publisher Business Expert Press. New York

Footnote : all of the techniques mentioned in this paper can be learnt in our two day advanced workshop.
E mail tony@tony-miller.com